

**WUCT (AM) WBXE (FM), WLQK (FM), WKXD (FM)
EEO PUBLIC FILE REPORT
April 1, 2019 – March 31, 2020**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" (MRSL) for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Executive	1, 3, 4, 16, 18, 26, 40, 44, 45, 46, 48, 49, 53	18
Marketing Executive	1, 3, 4, 16, 18, 26, 40, 44, 45, 46, 48, 49, 53	1
UC Sports Nation Dot Com Editor	1, 3, 4, 16, 18, 26, 27, 31, 40, 44, 45, 46, 48, 49, 53	31
Creative Services Director	1, 40	1
Marketing Executive	1, 3, 4, 16, 18, 26, 40, 44, 45, 46, 48, 49, 53	18
On-Air Talent	1, 2, 3, 4, 5, 16, 21, 26, 36, 39, 40, 45, 46, 47, 48, 49, 53,	1
UC Sports Nation Dot Com Assistant	1, 3, 4, 16, 18, 26, 27, 31, 40, 44, 45, 46, 48, 49, 53	27

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access – www.allaccess.com	N	16
2	Bellarmine University 2001 Newburg Road Louisville, KY 40205	N	0
3	Belmont University 1900 Belmont Boulevard Nashville, TN 37212 careerdevelopment@belmont.edu	N	0
4	Berea College 101 Chestnut Street Berea, KY 40404 careerdevelopment@berea.edu	N	0
5	Carson-Newman University 1646 Russell Ave Jefferson City, TN 37760 mworkman@cn.edu	N	0
6	Clay County Chamber of Commerce 424 Brown Street Celina, TN 38551 claychamber@twlakes.net	N	0
7	Cookeville Higher Education Campus 1000 Neal Street Cookeville, TN 38501 apompell@cookevillecampus.org	N	0
8	Cookeville Chamber of Commerce 1 West First Street Cookeville, TN 38501 info@cookevillechamber.com	N	1
9	Crossville Chamber of Commerce 34 South Main Street Crossville, Tn 38555 nwilson@crossville-chamber.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Crossville Chronicle 125 West Ave Crossville, TN 38555 admarket@crossville-chronicle.com	N	0
11	Cumberland University Learning & Career Commons Office 202 One Cumberland Square Lebanon, TN 37087 careerservices@cumberland.edu	N	0
12	DeKalb County Chamber of Commerce Po Box 64 Smithville, TN 37166 info@dekalbchamber.org	N	0
13	Employee Referral	N	2
14	Express Employment 1459 Interstate Drive #E Cookeville, TN 38501	N	0
15	Fentress County Chamber of Commerce Po Box 1294 Jamestown, TN 38556	N	0
16	Handshake – www.joinhandshake.com	N	0
17	Herald-Citizen 1300 Neal Street Cookeville, TN 38501 advertising@herald-citizen.com	N	0
18	Indeed – www.indeed.com	N	24
19	Internal Promotion	N	0
20	Jackson County Chamber of Commerce 402 E. Hull Ave Gainesboro, TN 38562	N	0
21	Jobs4TNOnline – www.jobs4tn.gov	N	0
22	JournalismJobs.com	N	0
23	Kentucky Broadcasters Association kba@kba.org	N	0
24	Lipscomb University Career Development Center 1 University Park Drive Bennett Campus Center Suite 120 careerdevelopment@lipscomb.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Macon County Chamber of Commerce 685 Highway 52 Bypass West Lafayette, TN 37083 mchamber@mctc.com	N	0
26	Maryville College 502 E. Lamar Alexander Pkwy Bartlett Hall Room 224 Maryville, TN 37804 careercenter@marvillecollege.edu	N	0
27	Middle TN State University MTSU Box 2 1301 East Main Street Murfreesboro, TN 37132 career@mtsu.edu	N	1
28	Motlow State Community College Po Box 8500 Lynchburg, TN 37352 rcotham@mscc.edu	N	0
29	Nashville Branch NAACP 1308 Jefferson Street Nashville, TN 37208 www.naacp.org	N	0
30	Nashville State Community College Main Campus Student Services Center Room S-206 careerservices@nsc.edu	N	0
31	Non Employee Referral	N	3
32	On Air Announcements Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	0
33	Overton County Chamber of Commerce Po Box 354 Livingston, TN 38570 chamber@twlakes.net	N	0
34	Pickett County Chamber of Commerce Po Box 447 Byrdstown, TN 38549 pickettchamber@twlakes.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Rehire	N	0
36	Roane State Community College 276 Patton Lane Harriman, TN 37748 Tina Messamore messamore@roanestate.edu	N	0
37	Smith County Chamber of Commerce 939 Upper Ferry Road Carthage, TN 37370 contactus@smithcountychamber.org	N	0
38	Station Facebook Pages Lite Rock 95.9 106.9 Kicks Country Rock 93.7 News Talk 94.1	N	0
39	Station Websites www.1069kicksountry.com www.rock937.com www.literock959.com www.newstalk941.com	N	0
40	Station Bulletin Boards 1 Stonecom Way Cookeville, TN 38501	N	0
41	Tennessee Association of Broadcasters www.tabtn.org	N	0
42	Tennessee Career Center 580 South Jefferson Ave Suite A Cookeville, TN 38501 www.uccareercenter.com	N	0
43	Tennessee College of Applied Technology 740 Hi Tech Drive Livingston, TN 38570 workforce@tcatlivingston.edu	N	0
44	Tennessee State University 3500 John Merritt Blvd Nashville, TN 37209 Cjennin5@tnstate.edu	N	0
45	Tennessee Tech University Center For Career Development Po Box 502 Cookeville, TN 38505 career@tntech.edu	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	University of Kentucky 408 Rose Street Lexington, Ky 40506 ukcareercenter@uky.edu	N	0
47	University of Louisville ulcareer@louisville.edu	N	0
48	University of Tennessee Career Services 100 Dunford Hall 915 Volunteer Blvd Knoxville, TN 37996	N	6
49	University of Tennessee Martin 210 Boling University Center Martin, TN 38238 career@utm.edu	N	0
50	Van Buren County Chamber of Commerce vbchamber@blomand.net	N	0
51	Volunteer State Community College 217 Wood Campus Center Gallatin, TN 37066 Carol.bazenet@volstate.edu	N	0
52	Warren County Chamber of Commerce 110 South Court Square McMinnville, Tn 37110 meller@warrentn.com	N	0
53	Western Kentucky University Downing Student Union Room 2001 Bowling Green, KY 42101 career.services@wku.edu	N	0
54	White County Chamber of Commerce 16 West Bockman Way Sparta, TN 38583 info@spartatnchamber.com	N	0
55	Zip Recruiter Ziprecruiter.com	N	0
	Total Interviewees Over Reporting Period		56

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	Type Code
1	Bill Penn Scholarship	The Bill Penn Broadcast Scholarship was awarded by Stonecom in May, 2019 to a Stone Memorial High School senior pursuing broadcast journalism in college.	7
2	Tennessee TAB Radio Institute	Stonecom provided \$2,500 in scholarship money to the June institute at UT Knoxville. In addition, President Larry Stone served as the opening speaker for the program.	7
3	Clay County Veterans Job Fair	On August 27, 2019, promotional employees attended a recruitment fair at the Clay County Community Center. This job fair targeted veterans across the northern part of the region.	1
4	TTU Recruitment Fair	On January 23, 2020, promotional employees from Stonecom attended a recruitment fair at Tennessee Tech University.	10
5	Van Buren County High School Visit	President Larry Stone visited Van Buren Co High School to work with students on sports television and assist with technical needs (October 22, 2019).	10
6	UC Sports Nation Dot Com Launch	As part of the launch of this website, President Larry Stone visited with Director Of Schools and High School Principals, 11 across region, to encourage student involvement in writing, video, and sports coverage (July, 2019 – Various Days).	10